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## BEFORE THE GUAM CIVIL SERVICE COMMISSION

#### **BOARD OF COMMISSIONERS**



IN THE MATTER OF:

EDLYN M. DALISAY,

Employee,

VS.

OFFICE OF PUBLIC ACCOUNTABILITY,

Management.

**POST AUDIT CASE NO.: 17-PA02** 

ORDER AFTER HEARING

#### **INTRODUCTION**

This matter came before the Civil Service Commission for a post audit hearing on September 7, 2017. Present the Post Audit hearing were Roland Fejarang, Personnel Management Administrator, and Cynthia Camacho, Personnel Management Analyst II. Members of the Commission also present were Chairperson Edith Pangelinan, Vice-Chairperson Lourdes Hongyee, Priscilla T. Tuncap, John Smith, Catherine Gayle, and Michael G. Topasna.

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ORDER AFTER HEARING

Edlyn M. Dalisay vs. Office of Public Accountability

Post Audit Case No.: 17-PA02

Page 1 of 2

1	By a vote of 6 to 0 the Civil Service Comr	nission hereby approves the staff's Post-Audit
2	Investigative Report.	
3	SO ADJUDGED THIS 114 day of 1	anuary 2018.
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5	EDITH PANGELINAN Chairperson	LOURDES HONGYEE Vice-Chairperson
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7	PRISCILLA T. TUNCAP	JOHN SMITH
8	Commissioner	Commissioner
9	and Del	•
10	CATHERINE GAYLE	MICHAEL G. TOPASNA
11	Commissioner	Commissioner
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24	ORDER AFTER HEARING  Edlyn M. Dalisay vs. Office of Public Accountability  Post Audit Case No.: 17-PA02	Page 2 of 2

25

### **POST AUDIT INVESTIGATIVE REPORT**

THURSDAY, SEPTEMBER 7, 2017

## EDLYN M. DALISAY

**Employee** 

VS.

## OFFICE OF PUBLIC ACCOUNTABILITY

CASE #

Psy A vote of AUDIT 6-0 comms agreed w/ Inv-tept on 9/7/207

#### CIVIL SERVICE COMMISSION STAFF ASSESSMENT REPORT

#### 17-PA02

#### **OPENING STATEMENT**

THE CIVIL SERVICE COMMISSION IS NOW IN SESSION TO HEAR THE <u>STAFF</u> <u>INVESTIGATIVE REPORT</u> ON A POST AUDIT REQUEST FILED ON JUNE 6, 2017 REGARDING MS. EDLYN M. DALISAY, AUDITOR II, CLASSIFIED EMPLOYEE FOR THE OFFICE OF PUBLIC ACCOUNTABILITY, CASE NO. 17-PA02.

#### **INTRODUCTION OF COMMISSIONERS AND STAFF**

MY NAME IS EDITH PANGELINAN, CHAIRPERSON. COMMISSIONERS AND STAFF PRESENT ARE:

#### **INSTRODUCTION OF PMA AND CASE MANAGER**

WILL THE PMA AND THE CASE MANAGER PLEASE INTRODUCE THEMSELVES FOR THE RECORD?

WE WILL NOW PROCEED WITH THE STAFF'S PRESENTATION OF THE INVESTIGATIVE REPORT OF THE REQUEST FOR THE BOARD'S CONSIDERATION.

# CSC DOCUMENTS



Lieutenant Governor

#### I Gobietnon Guahan CIVIL SERVICE COMMISSION **KUMISION I SETBISION SIBIT**

1st Floor Suite 6A Phase II Complex 777 Route 4, Sinajana, Guam 96910 P.O. Box 3156 Hagatna, Guahan 96932 Tel: 647-1855/57 Fax: 647-1867



CIVIL SERVICE COMMISSION STAFF INVESTIGATIVE REPORT CASE NO.: 17-PA02

Prepared by: Maria P. Masnayon Personnel Management Analyst III

August 11, 2017

#### 1. REQUEST:

On May 18, 2017, the Civil Service Commission received a Transmittal of Form(s) from the Office of Public Accountability regarding an Amendment of a Personnel Action regarding Ms. Edlyn M. Dalisay, Auditor II

#### 2. AUTHORITY:

#### a) I G.C.A., Chapter 9 Office of the Public Accountability §1907 (h) Post Audit.

Persons appointed and employed by the Office of Public Accountability in the classified service shall be subject to post-audit review by the Civil Service Commission, and such review shall be discretionary.

#### b) 4 G.C.A., § 4403 (d). Complaints by Classified Employees.

(d) The Commission may investigate and set aside and declare null and void personnel action of an employee in the classified service if the Commission finds after conducting the necessary investigation that the personnel action was taken in violation of personnel laws and rules... [Cited in part].

#### 3. BACKGROUND:

Upon reviewing Ms. Dalisay's Personnel Action from Auditor I, K-02, \$35,196 per annum or \$16.92 per hour to Auditor II, M-01, \$40,762 per annum or \$19.60 per hour this matter was subject to an assessment.

This matter came before the Civil Service Commission for a post audit hearing on June 29, 2017. The post audit report was presented by myself, Maria Masnayon, Personnel Management Analyst III and also present was Mr. Roland Fejarang, Personnel Management Administrator. The four members of the Commission present were: Chairperson Edith Pangelinan, Vice-Chairperson Lourdes Hongeye, John Smith, and Priscilla Tuncap.

By a vote of 4 to 0 the Commission voted in favor of proceeding with an investigation.

This analyst had requested copies of Ms. Dalisay's Probational Appointment personnel action which was dated January 25, 2016 to AUDITOR I, K-01; \$33,911.00 per annum; \$16.30 Per hour. Also requested and received was Ms. Dalisay's Notification of Personnel Action for her Promotion FROM: AUDITOR I K-01; \$33,901.00 Per Annum; \$16.30 Per Hour TO: AUDITOR II; M-01; \$40,762.00 Per Annum; \$19, 60 Per Hour

On August 9, 2017 at approximately 9:05 a.m. this analyst met and conferred with the following individuals:

Ms. Yukari B. Hechanova, Deputy Director, Office of Public Accountability
Ms. Marisol M. Andrade, Administrative Officer
Ms. Rodalyn May A. Gerardo, Special Assistant (note: she is unclassified)

During my meeting I had asked each of the above named individuals questions regarding their understanding on personnel matters, such as classification and compensation, understanding of personnel actions, rules and regulations of personnel matters, laws, policies and procedures. They do have copies of the Department of Administration Rules and Regulations and also the 4 Guam Code Annotated on hand to refer to.

Ms. Marisol informed me that she has some background because of some experience while assigned at Department of Agriculture however she does not have any formal training nor does Ms. Rodalyn.

With a staff of approximately sixteen (16), Ms. Marisol is the main person who handles the Public Accountability office personnel matters such as salary increments, promotions, amendments etc. with close guidance and assistance from the Department of Administration. In addition, Ms. Rodalyn also assists her. They work together.

Ms. Yukari being the Deputy Director reviews all personnel matters that are done in the office prior to any personnel documents being sent out. If there are any concerns they either seek out guidance from the Department of Administration, their Legal Counsel and also they have on board a Human Resource Consultant who is contracted with their office.

#### 5. CONCLUSION:

After thoroughly reviewing Ms. Dalisay's personnel actions and also after meeting with the Office of the Public Accountability personnel, it is found that the Office of Public Accountability is on the right track with regards to being in compliance with 1 G.C.A. Chapter 19 OFFICE OF THE PUBLIC ACCOUNTABLITY and in addition Ms. Dalisay's Notice of Personnel Action Amendment No. OPA-NPA-17-19 was correctly done and no errors were found.

It is recommended that the Civil Service Commission sporadically monitor personnel actions from their office since this is a new law just to ensure that we are able to assist in matters that their office may need assistance and guidance in. Therefore, it is the recommendation of the undersigned that no further action be taken.

Respectfully submitted:

Personnel Management Analysi III

Personnel Management Administrator

#### Attachments

- 1. Pers Action Abs Rpt dtd May 2017
- 2. Emp Pers Action #OPA-NPA-17-19
- 3. CSC Memo No. 2017-12 subj; Not. Of Filing
- 4. CSC Staff Assess. Rpt dtd June 16, 20175. Emp Pers Action #A-246717
- 6. Emp Pers Action A-86927

# CIVIL SERVICE COMMISSION

PERSONNEL ACTION ABSTRACT REPORT May 2017

OFFICE OF PUBLIC ACCOUNTABILITY

Amendmen!	Action
DALISAY	Position Number
DALISAY, EDLYN M.	Effective Date
	Termination Date
1 POTICUA	From Position
K-02	Grade / Step
\$35 195 @	From Salary
AUDITOR	To Position
N-01	Grade / Step
\$±0.762.66	To Salary
	Waiting Period
	CSC Review and Comments

Atch 1

17- PAOZ







May 12, 2017

#### MEMORANDUM

TO:

Payroll Supervisor, Department of Administration

Director, Government of Guam Retirement Fund Executive Director, Civil Service Commission

FROM:

Public Auditor, Office of Public Accountability

SUBJECT:

Fransmittal of Form(s)

Herewith submitted is a copy of the Notification of Personnel Action (NPA) for the following employee(s):

Name	Position Title		Effective Date		Remarks	
Edlyn M. Dalisay	Auditor II	130	2 6 17	9=	Amendment	

Should you have any questions, please contact Marisol M. Andrade, Administrative Officer, at (671) 475-0390 ext. 201.

Senseramente.

DORIS PLORES BROOKS, CPA, CGEM

Attachment(s)

ee: Personnel File

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# CIVIL SERVICE COMMISSION Kumision I Setbision Sibit GOVERNMENT OF GUAM I Gobietnon Guahan

P.O Box 2950 • Hagatña, Guam 96932 Tel: (671) 647-1855/1857 • Fax: (671) 647-1867 Website: csc.guam gov



CSC NO. 2017-12

June 6, 2017

#### MEMORANDUM

TO:

Ms. Doris Flores Brooks, Public Auditor, Office of Public Accountability

FROM:

Executive Director, Civil Service commission

SUBJECT:

NOTICE OF FILING - Ms Edlyn M. Dalisay, Auditor II,

Re: Amendment (Case No. 17-PA02)

Hafa Adai! Please be advised that on May 18, 2017 the Civil Service Commission received a Transmittal of Form(s) from the Public Auditor. Office of Public Accountability regarding an Amendment of Ms. Edlyn M. Dalisay, Auditor II.

Upon reviewing Ms. Dalisay's Personnel Action regarding Ms. Dalisay's amendment from Auditor I. K-02, \$35,196 per annum or \$16.92 per hour to Auditor II. M-01, \$40,762 per annum or \$19.60 per hour this matter is now subject to assessment and will be scheduled for the same before the Commission. This is in accordance with *I GCA Chapter 9 Office of the Public Accountability §1907 (h)*. You will be advised of the date of any such assessment presentation and determination in advance.

You are not required under the Commission's procedures to undertake any action with regard to this issue at this time. If you would like to designate an attorney or lay representative as your agency's point of contact with regard to this matter, please have that individual submit an entry of appearance referencing this case number with the Commission.

Should you have any further questions, please contact the case manager for this matter, Ms. Maria P. Masnayon, Personnel Management Analyst III at 647-1855/57 or via email at marja,masnayon a esc.guam.gov.

A copy of the complaint is attached for your records and review.

PETER S. CALVO

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#### CIVIL SERVICE COMMISSION Kumision | Setbision Sibit GOVERNMENT OF GUAM | Gobietnon Guahan

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CSC NO. 2017-12

June 6, 2017

#### MEMORANDEM

10:

Ms. Doris Flores Bonoks, Public Auditor. Office of Public Accountability

FROM:

Executive Director, Civil Service commission

SUBJECT

NOTICE OF FILING Ms Edlyn M. Dalivay, Auditor II,

Re: Amendment (Cave No. 17-P.402)

Hufu Adult Please be advised that on May 18, 7017 the Civil Service Commission, received a Transmittal of Form(s) from the Public Auditor, Office of Public Accountability regarding an Amendatent of Ms. Edlyn M. Dalfsay, Auditor II

Upon reviewing Ms. Dalisay's Personnel Action regarding Ms. Dalisay's amendment from Auditor I, K-02, \$35,190 per atmitm of \$.6.92 per hour to Auditor II, M-01, \$40,762 per atmitm or \$19.60 per hour this matter is now subject to assessment and will be scheduled for the same before the Commission. This is in accordance with I GCA Chapter 9 Office of the Public Accountability \$1907 (b). You will be advised of the date of any such assessment presentation and determination in advance.

Ven are not required under the Commission's pracedures to undertake any action with regard to this issue at this time. If you would like to designate an attorney or lay representative as your agency's point of contact with regard to this matter, please have that individual submit an entry of appearance referencing this case number with the Commission.

Should you have any further questions, please contact the case manager for this matter, Ms Maria P. Masnayon, Personnel Management Analyst III at 647-1855/57 or via email at material analyst III at 647-1855/57 or via email at material analyst III at 647-1855/57.

A copy of the complaint is attached for your records and review

PETERS. CALVO

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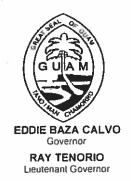
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#### CIVIL SERVICE COMMISSION Kumision I Setbision Sibit GOVERNMENT OF GUAM I Gobietnon Guahan

P.O. Box 2950 • Hagåtña, Guam 96932 Tel: (671) 647-1855/1857 • Fax: (671) 647-1867 Website: csc.guam.gov



## CIVIL SERVICE COMMISSION STAFF ASSESSMENT REPORT

Prepared by: Maria P. Masnayon Personnel Management Analyst III Case No.: 17-PA02

June 16, 2017

#### I. REQUEST:

On May 18, 2017, the Civil Service Commission received a Transmittal of Form(s) from the Public Auditor, Office of Public Accountability regarding an Amendment of a Personnel Action on Ms. Edlyn M. Dalisay, Auditor II

#### II. BACKGROUND:

Upon reviewing Ms. Dalisay's Personnel Action from Auditor I, K-02, \$35,196 per annum or \$16.92 per hour to Auditor II. M-01, \$40,762 per annum or \$19.60 per hour this matter is now subject to an assessment.

#### III. AUTHORITY:

#### a) 1 G.C.A., Chapter 9 Office of the Public Accountability §1907 (h) Post Audit.

Persons appointed and employed by the Office of Public Accountability in the classified service shall be subject to post-audit review by the Civil Service Commission, and such review shall be discretionary.

#### b) 4 G.C.A., § 4403 (d). Complaints by Classified Employees.

(d) The Commission may investigate and set aside and declare null and void personnel action of an employee in the classified service if the Commission finds after conducting the necessary investigation that the personnel action was taken in violation of personnel laws and rules... [cited in part].

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#### IV. ASSESSMENT:

After further review of the documents submitted by Public Auditor and also upon review of the appropriate rules and regulations the staff finds that in accordance with 1 *GCA Chapter 9 Office of the Public Accountability §1907 (h) Post Audit* it is within the Civil Service Commissions discretion to review Ms. Dalisays' Personnel Action regarding her amendment of her promotion from Auditor I, K-02, \$35,k196 per annum or \$16.92 per hour to Auditor II, M-01, \$40,762 per annum or \$19.60 per hour

#### V. RECOMENDATION:

It is recommended that an investigation be conducted on this matter.

Respectfully submitted:

MARIA P. MASNA YON
Personnel Management Analyst III

ROLAND P. FEJARANG Personnel Management Administrator

PETER S. CALVO Executive Director

#### Attachments

- 1. Pers Action Abs Rept dtd May 2017
- 2. Emp Pers Action #OPA-NPA-17-19
- 3. CSC Memo No 2017-12 subj: Not. Of Filing

# Friday May 12 201

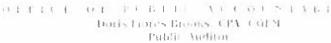
CIVIL SERVICE COMMISSION

PERSONNEL ACTION ABSTRACT REPORT

May 2017

DALISAY, EDLYN M. Amendment 012 2-3-2017	Action Position Effective  Action Number Date	OFFICE OF PUBLIC ACCOUNTABILITY
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AUDTORI	To Position	
N-01	Grade / Step To Salary	
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	Waiting Period	
	CSC Review and Comments	

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May 12, 2017

#### MEMORANDUM

TO:

Payroll Supervisor, Department of Administration

Director, Government of Guam Retirement Fund Executive Director, Civil Service Commission

FROM:

Public Auditor, Office of Public Accountability

SUBJECT:

Transmittal of Form(s)

Herewith submitted is a copy of the Notification of Personnel Action (NPA) for the following employee(s):

Name	Position Title	Effective Date	Remarks	
Edlyn M. Dalisay	Auditor II	2 6 17	Amendment	

Should you have any questions, please contact Marisol M. Andrade, Administrative Officer, at (671) 475-0390 ext. 201.

Senseramente.

DORIS PLORES BROOKS, CPA, CGFM

Attachment(s)

ce: Personnel File

Suite 401 DSA Building 23d Archiashop Flores Street Hagdria (num 9601) Tel 671 475-0390 Fax 671 472-7951 www.guamopa.org (flotine 47Al DIT 472-8348

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#### CIVIL SERVICE COMMISSION **Kumision I Setbision Sibit GOVERNMENT OF GUAM** l Gobietnon Guahan

P.O. Box 2950 • Hagatña, Guam 96932 Tel: (671) 647-1855/1857 • Fax: (671) 647-1867 Website: csc guam gov



Executive Director

CSC NO. 2017-12

June 6, 2017

#### MEMORANDUM

TO:

Ms. Doris Flores Brooks, Public Auditor, Office of Public Accountability

FROM:

Executive Director, Civil Service commission

SUBJECT:

NOTICE OF FILING - Ms Edlyn M. Dalisay, Auditor II,

Re: Amendment (Case No. 17-PA02)

Hafa Adai! Please be advised that on May 18, 2017 the Civil Service Commission received a Transmittal of Form(s) from the Public Auditor. Office of Public Accountability regarding an Amendment of Ms. Edlyn M. Dalisay, Auditor II.

Upon reviewing Ms. Dalisay's Personnel Action regarding Ms. Dalisay's amendment from Auditor I, K-02, \$35,196 per annum or \$16.92 per hour to Auditor II, M-01, \$40,762 per annum or \$19.60 per hour this matter is now subject to assessment and will be scheduled for the same before the Commission. This is in accordance with 1 GCA Chapter 9 Office of the Public Accountability §1907 (h). You will be advised of the date of any such assessment presentation and determination in advance.

You are not required under the Commission's procedures to undertake any action with regard to this issue at this time. If you would like to designate an attorney or lay representative as your agency's point of contact with regard to this matter, please have that individual submit an entry of appearance referencing this case number with the Commission.

Should you have any further questions, please contact the case manager for this matter, Ms. Maria P. Masnayon, Personnel Management Analyst III at 647-1855/57 or via email at maria.masnayon a ese.guam.gov.

A copy of the complaint is attached for your records and review.

cc: Chrono

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#### Transmission Report

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**CIVIL SERVICE COMMISSION** Kumision I Setbision Sibit GOVERNMENT OF GUAM I Gobietnon Guahan

P O Box 2950 - Hagètha Guam 96932 Tel: (671) 647-1855/1857 - Fax: (671) 647-1867 Website cacquam gov



CSC NO. 2017-12

June 6, 2017

#### MEMORANDUM

TO:

Ms. Duris Flores Brooks, Public Auditor. Office of Public Accountability

FROM:

Executive Director, Civil Service commission

SUBJECT: NOTICE OF FILING - Ms Edlyn M. Dalisay, Auditor II.

Re: Amendment (Cave No. 17-PA02)

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A copy of the complaint is attached for your records and review.

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MP: Mailbox print RP: Report

CP: Completed

FA: Fail

TS: Terminated by system

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# Government of Guam Department of Administration Notification of Personnel Action

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5. Nature of Action:	6. Effective Date:	7. Legal Authority:	
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OFFICE OF PUBLIC ACCOUNTABLE	11. DIV./ SECTION	OFFICE OF PUBLIC	COUNTABILITY
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# Government of Guam Department of Administration

#### **Notification of Personnel Action**

1. Name		2. Date of Birth	3. SSN	4. Date
DALISA	AY, EDLYN M		-	7/11/2017
T.	HIS IS TO NOTIFY	YOU OF THE FOLLOWING ACTION AFT	BCILING YOUR EMPLOY	MENT
	nal Appointment	6. Effective Date: 1/25/2016		E4.602 'O
		8, POSITION TITLE	AUDITOR I	
	Per Ann	CO AND LOCKED	K -01 \$33,911.00 \$16.30	Per Annum Per Hour
	20	10. DEPARTMENT	OFFICE OF PUBLIC	ACCOUNTABILITY
ŧ	1000	11. DIV. / SECTION	OFFICE OF PUBLIC	CACCOUNTABILITY
		12. POSITION NO.	12	
Next Increment De Action No.: Work Schedule	1: 1/25/2017 A-86927 ₹	Exp / Separation Date PMIS Action Date: 1/26/2016 Request ID: PA-15-32	JON:	Acet No:
Retirement Type:	DC DEFINED	CONTRIBUTION DEDUCTION  L APPLICABLE LAW, RUGS, AND REGULAT		et No: 5916 POST AUDIT BY THE CIVIL
EMPLOYMENT IS	SUBJECT TO SA	ATISFACTORY COMPLETION OF A	MEDICALEXAMINA	ATION AND

EMPLOYMENT IS SUBJECT TO SATISFACTORY COMPLETION OF A MEDICAL EXAMINATION AND MANDATORY DRUG TEST.

SELECTED FROM THE DEPARTMENT OF ADMINISTRACION CERTIFICATION OF ELIGIBLES. CERTIFICATE NUMBER C116-0011 DATED 11/13/2015.

ENTITLEMENT DATE FOR BASIC LIFE INSURANCE IS 07/25/2016. YOU HAVE THIRTY-ONE (31) DAYS AFTER ENTITLEMENT DATE TO ELECT SUPPLEMENTAL COVERAGE.

TEMPORARY WAIVER OF PHYSICAL EXAMINATION REQUESTED BYAPPOINTING AUTHORITY AND AUTHORIZED PURSUANT TO RULE 9.004 AND DOA CIRCULAR 2011-017.

For: SHANE G.Z. NGATA
HUMAN RESOURCES MANAGER